



NM Department of Public Safety/ Records

**\*\* Attn: Santana Nieto \*\***

PO Box 1628

Santa Fe, NM 87504-1628

505-827-9195

Customer

Wheeler Cowperthwaite  
PO Box 790  
Española, NM 87532

7/8/2016

Qty		TOTAL
1	First Page: \$1.00	\$ 1.00
26	Each Additional Page: \$0.25	\$ 6.50
	Mutimedia	\$ -
RE: Officer Karl Dirham		
Your IPRA requested Incident Report is ready. Please remit the Total below so that we may mail it to you. Thank You, DPS Records.		
		\$ 7.50
Tax Rate(s)		
		<b>\$ 7.50</b>

Office Use Only

Make Check or Money Order payable to: DPS  
Please include this invoice along with payment  
**\*\*\*\*\*Attention: Santana Nieto \*\*\*\*\***

*Thank you*



**NEW MEXICO DEPARTMENT OF PUBLIC SAFETY**  
POST OFFICE BOX 1628 • SANTA FE, NEW MEXICO 87504-1628



**SUSANA MARTINEZ**  
GOVERNOR

**PETE N. KASSETAS**  
CHIEF/ DEPUTY SECRETARY  
LAW ENFORCEMENT OPERATIONS

**OFFICE OF THE SECRETARY**  
505/ 827-3370

**ADMINISTRATIVE SERVICES**  
505/ 827-3332

**SCOTT WEAVER**  
CABINET SECRETARY

**AMY L. ORLANDO**  
DEPUTY SECRETARY  
STATEWIDE LAW ENFORCEMENT  
SERVICES AND SUPPORT  
GENERAL COUNSEL

**OFFICE OF THE CHIEF  
NEW MEXICO STATE POLICE**  
505/ 827-9219

**INFORMATION TECHNOLOGY**  
505/ 827-3413

**OFFICE OF THE DEPUTY SECRETARY**  
505/ 827-3367

**LAW ENFORCEMENT ACADEMY**  
505/ 827-9252

July 8, 2016

Wheeler Cowperthwaite  
PO Box 790  
Espanola, 87532

Mr. Cowperthwaite:

The New Mexico Department of Public Safety (DPS) recently received your written inspection of Public Records request, pursuant to NMSA 14-2-1 et seq., regarding your request for "1. The personnel file of Officer Karl Dirham. 2. All complaints, as well as all supporting documentation for all complaints, filed against Officer Karl Dirham."

This letter is to inform you that any materials that may exist are being redacted pursuant to *State, Ex rel. Newsome v. Alarid*, 90 N.M at 795. Exceptions coverage to include documents concerning infractions and disciplinary action, personnel evaluations, opinions as to whether a person would be re-hired or as to why an applicant was not hired, and any other matters of opinion. Furthermore protects employee records pertaining to illness, injury, disability, inability to perform a job task and sick leave.

Additional redactions have also been made pursuant to the Inspection of Public Records Act, NMSA 14-2-1(A)(12), in which every person has a right to inspect public records of this state except:

*"as otherwise provided by law."*

Furthermore in conjunction with statute §7-1-8 NMSA 1978 states:

*"It is unlawful for an employee of the department or a former employee of the department to reveal to an individual other than another employee of the department information contained in the return of a taxpayer made pursuant to a law subject to administration and enforcement under the provisions of the Tax Administration Act [ 7-1-1 NMSA 1978] or any other information about a taxpayer acquired as a result of the employee's employment by the department and not available from public sources."*



**CALEA**  
ACCREDITED LAW ENFORCEMENT AGENCY

Please find enclosed documents responsive to your request.

If we can be of further assistance, please feel free to contact the Records Bureau at (505) 827-9195.

Sincerely,

A handwritten signature in black ink, appearing to read 'Regina Chacon', with a stylized, cursive script.

Regina Chacon  
Records Custodian  
Department of Public Safety

sn:rc



DEPARTMENT OF PUBLIC SAFETY  
CITIZEN COMPLAINT/COMPLIMENT FORM



COMPLIMENT ☐

COMPLAINT ☒

DATE AND TIME REPORT RECEIVED: 06/24/2015 12:08 PM	DATE AND TIME OF INCIDENT: 06/24/2015
REPORT RECEIVED VIA : Person <input type="checkbox"/> Phone <input type="checkbox"/> Letter <input type="checkbox"/> E-mail <input checked="" type="checkbox"/>	LOCATION OF INCIDENT: Riverside Drive and Walmart, Espanola
<b>EMPLOYEE/ VEHICLE INFORMATION</b>	
NAME: Karl Dirham	BADGE: :
ASSIGNMENT/DUTY STATION: D7 Espanola	UNIT NUMBER: 423
<b>REPORTING PARTY INFORMATION</b>	
NAME: Andrew Montoya	
ADDRESS: [REDACTED]	
Work number:	Home number: [REDACTED] Cell number:
E-mail Address:	
<b>NARRATIVE</b>	
On June 24, 2015, Mr. Andrew Montoya called the NMSP District 7 office to file a complaint against Officer Karl Dirham regarding a traffic stop on June 24, 2015	
SIGNATURE OF REPORTING PARTY:	N/A
This document and the contents within are subject to being released for public inspection pursuant to Chapter 14, Article 2 NMSA 1978 "Inspection of Public Records Act." Findings and conclusions regarding complaints on Department of Public Safety employees are not publicly released.	
<b>SUPERVISOR TAKING COMPLAINT</b>	
NAME: Sgt. Kraig Bobnock	SIGNATURE: [Signature]



DEPARTMENT OF PUBLIC SAFETY

AUG 5 2015

COMPLAINT/COMPLIMENT FORM

CITIZEN ☒

DPS EMPLOYEE ☐



COMPLIMENT ☐

COMPLAINT ☒

DATE AND TIME REPORT RECEIVED: 4/20/15 5:04 am	DATE AND TIME OF INCIDENT: prior to 4/20/15 3:38 pm
REPORT RECEIVED VIA : Person <input type="checkbox"/> Phone <input type="checkbox"/> Letter <input type="checkbox"/> E-mail <input checked="" type="checkbox"/>	LOCATION OF INCIDENT: NM 84
<b>EMPLOYEE/ VEHICLE INFORMATION</b>	
NAME: Officer Karl Dirham	BADGE:
ASSIGNMENT/DUTY STATION: Espanola	UNIT NUMBER:
<b>REPORTING PARTY INFORMATION</b>	
NAME: Crystal Martinez	
ADDRESS: [REDACTED]	
Work number: [REDACTED]	Home number: [REDACTED] Cell number: [REDACTED]
E-mail Address: [REDACTED]	
<b>NARRATIVE</b>	
Refer to attached email- Web complaint	
SIGNATURE OF REPORTING PARTY:	
This document and the contents within are subject to being released for public inspection pursuant to Chapter 14, Article 2 NMSA 1978 "Inspection of Public Records Act." Findings and conclusions regarding complaints on Department of Public Safety employees are not publicly released.	
<b>SUPERVISOR TAKING COMPLAINT</b>	
NAME: Capt. Carlos Mendoza	SIGNATURE:

## Compliment/Complaint Form

On: Apr 20, 2015 @ 5:04 PM

IP: 198.99.209.76

- First name:: Crystal
- Last name:: Martinez
- Address:: [REDACTED]
- City:: [REDACTED]
- Zip Code:: [REDACTED]
- Telephone #: [REDACTED]
- Email Address:: [REDACTED]
- Contact:: Contact me
- Incident location:: South Bound NM84 Getting into Espanola
- Narrative:: I Crystal Martinez DOB [REDACTED] 1992 was driving southbound on NM 84 at approximately 1538. I was following a Marked New Mexico State Police SUV going 60 MPH in a 55 MPH Zone. I had been following Ofc. Durham for about 10-15 miles going the same speed or just below. Upon approaching the final straightaway getting into Espanola Ofc. Durham slams on his breaks and gets directly behind my vehicle at an unsafe distance (following too closely). Ofc Durham activated his Emergency equipment and I pull over on the shoulder in a safe location conducive for Officer safety. When Ofc. Durham approached my vehicle I asked "why did you pull me over" he said you cant ask me that right now. Do I handed over my NM license, registration, and proof of insurance. Of. Durham went back to his vehicle. upon returning to my vehicle he informed me that I was going to be getting a ticket for speeding. I asked Ofc. Durham why if I was going the same speed as him? His tone of voice grew louder and angrier. He did not answer my question so I asked again "how can I be speeding if I was following you"? My Father who was in the passenger seat asked officer Durham when his radar was calibrated? Ofc. Durham yelled at my dad saying that he cant talk to him. I would Compare Ofc. Durham's attitude to an angry child who is not getting his way. I kept asked why I was receiving a citation for going the same speed as Ofc. Durham and he would not respond. Ofc. Durham Cited me for going 58 MPH in a 55 MPH zone. I am Under the impression that unless responding to a certain category of call that demands and expedited response Officers are supposed to conduct themselves accordingly and are subject to the same rules as everyone else. I do not feel officer Durhams actions are consistent with the image New Mexico State Police wishes to uphold. Your Core Values do not condone this type of behavior. •Respect — We will respect diverse ideas, cultures and ethnicity, rendering service in a fair, courteous and dignified manner. •Excellence — We will be distinguished as a world class organization, providing superior service, exceeding customer expectations. •Service — We will be responsive to the citizens of New Mexico and provide the highest quality law enforcement service available. •Pride — We will display our pride by demonstrating dignity and self-respect through personal attitudes, actions and appearance. •Ethics — We will strive to maintain the highest level of ethical behavior possible. •Courtesy — We will be courteous at all times, without exception. •Teamwork — We will work together to improve the quality of life for all of the citizens we serve. My Family has a long history in public safety. My grandfather a retired State Police Officer is rolling over in his grave right now because of the way some officers choose to represent the badge and the State of New Mexico he served for so long. I am one of the biggest supporters for Law Enforcement as a whole but I do feel that substandard officers should be addressed. The only way to get people to believe in your core beliefs is to act according to them and not treat law abiding tax payers in a way that reflects

poorly and contrary to "Ethics, responsibility, professionalism, Courtesy, Service, RESPECT, PRIDE". I will gladly take any citation I am responsible for. However, I will not be disrespected and treated horribly by a substandard officer who shouldn't be wearing a badge if he thinks he is subject to a different set of rules than the rest of the citizens of D-7. I expect this external Complaint to be investigated to the fullest extent. I respectfully request a copy be forwarded to Chief Kassetas and Secretary Greg Forratt whom was so nice and requested to hear about his officers inadequacies. Thank you for your time.

- Type:: Complaint
- Witness(es):: Edward Martinez
- First name::
- Last name::
- Badge # (if known)::
- Vehicle plate (if known):: SUV
- Agency:: New Mexico State Police
- Please specify::



DEPARTMENT OF PUBLIC SAFETY  
CITIZEN COMPLAINT/COMPLIMENT FORM



COMPLIMENT ☐

COMPLAINT ☒

DATE AND TIME REPORT RECEIVED: 04/20/2015 1600	DATE AND TIME OF INCIDENT: 04/20/2015 15:35
REPORT RECEIVED VIA : Person <input checked="" type="checkbox"/> Phone <input type="checkbox"/> Letter <input type="checkbox"/> E-mail <input type="checkbox"/>	LOCATION OF INCIDENT: US 84/285 MP 192
<b>EMPLOYEE/ VEHICLE INFORMATION</b>	
NAME: Karl Dirham	BADGE:
ASSIGNMENT/DUTY STATION: D7 Espanola	UNIT NUMBER: 423
<b>REPORTING PARTY INFORMATION</b>	
NAME: Crystal Martinez	
ADDRESS: [REDACTED]	
Work number:	Home number: Cell number: [REDACTED]
E-mail Address: [REDACTED]	
<b>NARRATIVE</b>	
On Monday, April 20, 2015, Ms. Martinez came into the NMSP Espanola office to file a complaint on Officer Karl Dirham during a traffic stop on today's date.	
SIGNATURE OF REPORTING PARTY:	
This document and the contents within are subject to being released for public inspection pursuant to Chapter 14, Article 2 NMSA 1978 "Inspection of Public Records Act." Findings and conclusions regarding complaints on Department of Public Safety employees are not publicly released.	
<b>SUPERVISOR TAKING COMPLAINT</b>	
NAME: Sgt. Kraig Bobnock	SIGNATURE: [REDACTED]



DEPARTMENT OF PUBLIC SAFETY  
CITIZEN COMPLAINT/COMPLIMENT FORM



COMPLIMENT ☐

COMPLAINT ☒

DATE AND TIME REPORT RECEIVED:

4/27/2015 1500

DATE AND TIME OF INCIDENT:

2/14/2015 A.M. hours

REPORT RECEIVED VIA :

Person ☐ Phone ☐ Letter ☒ E-mail ☐

LOCATION OF INCIDENT:

Medanales, NM

EMPLOYEE/ VEHICLE INFORMATION

NAME: Karl Dirham

BADGE:

ASSIGNMENT/DUTY STATION: D7 Espanola

UNIT NUMBER: 423

REPORTING PARTY INFORMATION

NAME: Mary E. Garcia

ADDRESS:

Work number:

Home number:

Cell number:

E-mail Address:

NARRATIVE

On Monday, April 27, 2015, I received a letter from Ms. Mary E. Garcia regarding filing a complaint against Officer Karl Dirham for a traffic stop which occurred on February 14, 2015.

SIGNATURE OF REPORTING PARTY:

*Refer to letter*

This document and the contents within are subject to being released for public inspection pursuant to Chapter 14, Article 2 NMSA 1978 "Inspection of Public Records Act." Findings and conclusions regarding complaints on Department of Public Safety employees are not publicly released.

SUPERVISOR TAKING COMPLAINT

NAME: Sgt. Kraig Bobnock

SIGNATURE:



DEPARTMENT OF PUBLIC SAFETY  
CITIZEN COMPLAINT/COMPLIMENT FORM



COMPLIMENT ☐

COMPLAINT ☒

DATE AND TIME REPORT RECEIVED: 2/26/2015 10:55 A.M.	DATE AND TIME OF INCIDENT: 11/27/2014 3:39 P.M.
REPORT RECEIVED VIA : Person <input type="checkbox"/> Phone <input checked="" type="checkbox"/> Letter <input type="checkbox"/> E-mail <input checked="" type="checkbox"/>	LOCATION OF INCIDENT: District 7-Espanola
<b>EMPLOYEE/ VEHICLE INFORMATION</b>	
NAME: Karl Dirham	BADGE:
ASSIGNMENT/DUTY STATION: D7 Espanola	UNIT NUMBER: 423
<b>REPORTING PARTY INFORMATION</b>	
NAME: Victoria Chavez	
ADDRESS:	
Work number: [REDACTED]	Home number: [REDACTED] Cell number: [REDACTED]
<b>NARRATIVE</b>	
<p>On Thursday, February 26, 2015, Victoria Chavez called the New Mexico State Police to file a complaint against Officer Karl Dirham for two separate unprofessional interactions. On November 27, 2014, Ms. Chavez and her daughter, April Velasquez, were stopped by Officer Dirham for a traffic violation. The second interaction with Officer Dirham she wanted to complain about happened at the Rio Arriba County Magistrate Court.</p>	
SIGNATURE OF REPORTING PARTY:	
This document and the contents within are subject to being released for public inspection pursuant to Chapter 14, Article 2 NMSA 1978 "Inspection of Public Records Act." Findings and conclusions regarding complaints on Department of Public Safety employees are not publicly released.	
<b>SUPERVISOR TAKING COMPLAINT</b>	
NAME: Kraig Bobnock	SIGNATURE: [Signature]

## DEPARTMENT OF PUBLIC SAFETY

### Drug Testing Policy Acknowledgement

I, MARK M. DEDHAM JR, an employee of the Department of Public Safety, Hereby certify that I have received a copy of the State of New Mexico's policy regarding the maintenance of a drug-free policy. I realize that the unlawful manufacture, distribution, dispensation, possession or use of a controlled substance is prohibited on the premise of the state agency for which I work and violation of this policy can subject me to discipline up to and including dismissal. I realize that as a condition of employment of such federal grant or contract, I must abide by the terms of this policy and will notify the employer of any criminal drug conviction for a violation occurring in the workplace, no later than five (5) days after such conviction. I further realize that federal law mandates that the employer communicate this conviction to the federal agency.

EMPLOYEE SIGNATURE: Mark M. Dedham Jr

DATE: 8 Jan 2012

## State of New Mexico

### EXECUTIVE BRANCH INFORMATION TECHNOLOGY RESOURCES POLICY: INTERNET, INTRANET, EMAIL, AND DIGITAL NETWORK USAGE

#### Acknowledgement and Consent Form

I have read the Executive Order, Executive Branch Information Technology Resources Policy regarding Internet, Intranet, E-mail, and Digital Network Usage. I fully understand the terms of this policy and agree to abide by them. I realize that the Department of Public Safety security software may record for management use the Internet address of any site that I visit and keep a record of any network activity in which I transmit or receive any kind of file. I know that any violation of this policy could lead to dismissal or criminal prosecution.

I understand that the Department of Public Safety electronic mail system is Department of Public Safety and State property and intended to be used primarily for business purposes. I understand that excessive use of the E-mail system for the conduct of personal business is strictly prohibited. I acknowledge that any message I send or receive may be recorded and stored in an archive for management use.

I understand that Department of Public Safety reserves the right to access, review, and disclose information obtained through the E-mail system at any time, with or without advance notice to me and with or without my consent. I know that any violation of this policy could lead to dismissal or criminal prosecution.

I confirm that I have read this employee acknowledgement and have had an opportunity ask questions about it. I also agree to abide by the terms of the Information Technology Resource Policy in this regard, a copy of which has been provided to me.

KARL M. DIERHAM III

Printed Name

#### Acknowledgment

[Signature]  
Signature

8 Jan 2012  
Date

\*\*\*\*\*  
Please return completed form to your Supervisor

RETURN ORIGINAL COPY TO HR

\*\*\*\*\*  
cc: Personnel File

**CODE OF CONDUCT**  
**Adopted April 25, 2011**

**ACKNOWLEDGEMENT**  
**(CLASSIFIED EMPLOYEES)**

I, KARL M. DIRHAM, acknowledge that I have received, reviewed, and understand the requirements contained within the Code of Conduct approved by Governor Susana Martinez on April 25, 2011. I agree to adhere to its terms and understand that violation of those terms constitutes cause for dismissal, demotion, or suspension.

Printed Name: KARL M. DIRHAM

Signature: [Handwritten Signature]

Date: 8 January 2012

# DEPARTMENT OF PUBLIC SAFETY

## Policy Acknowledgement Form

I, KARL M. DIRHAM III, certify that I have received a copy of the following policies.

- ☒ Sexual Harassment Policy
- ☒ Code of Conduct
- ☒ Absence from Work

EMPLOYEE SIGNATURE: \_\_\_\_\_

DATE: 8 January 2012

COPY TO JANICE HIGHTOWER: \_\_\_\_\_  
DATE



DEPARTMENT OF PUBLIC SAFETY  
INTRA-DEPARTMENTAL CORRESPONDENCE



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DATE: June 29, 2015

FROM: NMSP Chief Pete Kassetas  
Deputy Cabinet Secretary

TO: Patrolman Karl Dirham

SUBJECT: FY16 Law Enforcement Program Officer Pay Plan

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We are pleased to inform you that effective July 4, 2015, the FY16 Law Enforcement Program Officer Pay Plan, Phase II, will be implemented. Phase II of the Officer Pay Plan improves the market competitiveness of NM DPS Officer pay, and enables the Department to improve the step and rank-based compensation plan for our commissioned officers in the Law Enforcement Program.

In accordance with the Plan, effective July 4, 2015, your new base hourly salary will be \$23.49. This salary does not include any specialty team or other special pays. This salary reflects the appropriate step placement in your rank based upon the total number of years of eligible law enforcement service as of July 4, 2015.

Given the dependence upon future funding, movement to the next step cannot be guaranteed for future fiscal years. Please note that this notice is based upon the most current data available to us. Though not expected, should errors be found in the information a correction will be made.

We are pleased to be able to implement this compensation plan, which resulted from the strong support of Governor Susana Martinez, the New Mexico Legislature, and the Executive Team of DPS.

PK/rml

23-Apr-14

# OFFICER SERVICE CREDIT WORKSHEET

## Determining Step Placement for FY15 DPS Law Enforcement Officer Pay Plan

### Criteria Evaluated:

- (1) State Commissioned & Certified Law Enforcement Service
- (2) No Military/Police Experience

Employee Name:

DIRHAM KARL M.

Share ID #

331252

Most Recent DPS Commissioned & Certified Officer Appointment Date:

5/26/2012

Length of Service

### 1. Prior service with DPS as a commissioned officer:

ORIGINAL HIRE DATE DPS

DATE SEPERATED FROM DPS

Length of service, prior DPS position:

0.0

Number of steps to place employee as a result of past DPS service credit

0

### 2. Service at LEA (if any):

Start Date as commissioned & certified officer:

End Date as commissioned & certified officer:

Total Length of Service @

0.0

Start Date as commissioned & certified officer:

End Date as commissioned & certified officer:

Total Length of Service @

0.0

Start Date as commissioned & certified officer:

End Date as commissioned & certified officer:

Total Length of Service @

0.0

Total experience amount upon which this credit should be based

0.0

YEARS OF SERVICE CREDIT APPLIED

Number of days credit to give employee toward adjusted date

0

0

Adjusted Service & Anniversary Date:

5/26/2012

Step as of 7/5/14:

3

### INSTRUCTIONS:

Important: Please review the above. Accuracy is essential to ensure you are placed on the correct step in the DPS Law Enforcement Officer Pay Plan. If there is any inaccurate information on this sheet, or if you had another state certification, you MUST send an email with corrected information to Dianna DeJarnette (dianna.dejarnette@state.nm.us) no later than the date provided in the cover email. A non-response will indicate that you are in concurrence with the service record above and that it is accurate.

cc: Personnel File



DEPARTMENT OF PUBLIC SAFETY  
INTRA-DEPARTMENTAL CORRESPONDENCE



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DATE: SEPTEMBER 12, 2012  
FROM: OFFICER ORLANDO SANCHEZ *os*  
THRU: DEPUTY CHIEF PETE N. KASSETAS  
MAJOR JOSEPH D. LOVATO  
LIEUTENANT ERIC F. GARCIA *efg*  
SERGEANT NATHAN BARTON *nb*  
TO: CHIEF ROBERT W. SHILLING  
SUBJECT: OFFICER KARL DIRHAM FTO RELEASE

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This is to inform you that I am the primary field training officer for Officer Karl Dirham. Officer Dirham started the field training program in June of 2012 and was turned over to Officer Dominic Casados for the second half of the program. I have spoken with Officer Casados and we are both in agreement that Officer Karl Dirham is ready to be released from the field training officer program. After observing and working with Officer Dirham, I firmly believe that he can perform his duties as a New Mexico State Police Officer in a professional manner. I believe that Officer Dirham is an asset to this Department, and I am confident that he will keep all the traditions of the New Mexico State Police.

OS/os



DEPARTMENT OF PUBLIC SAFETY  
INTRA-DEPARTMENTAL CORRESPONDENCE



DATE: MARCH 28, 2014

FROM: CHIEF PETE N. KASSETAS *pk*  
DEPUTY SECRETARY - OPERATIONS

TO: OFFICER KARL DIRHAM  
DPS/NEW MEXICO STATE POLICE  
1410 PASEO DE ONATE  
ESPANOLA NM. 87532

SUBJECT: APPOINTMENT - MOTOR TEAM MEMBER

Congratulations! Effective as of March 29, 2014 you are hereby appointed as a member of the New Mexico State Police Motor Team for a probationary period of two years. Your dedication and willingness to volunteer for additional duties and responsibilities is appreciated.

This assignment will be in addition to your regularly assigned duties. You will be under the supervision of Sergeant Bill Thornock and under the command of Captain Luis Hernandez.

It is a pleasure for me to make this appointment. I am confident you will continue to perform your duties in an exemplary manner. Again, congratulations to you on this appointment.

PNK:lh

cc: Deputy Chief David Martinez  
Deputy Chief Jimmy Glascock  
Major Adrian M. Armijo  
Major Joseph D. Lovato  
Major Darren Soland  
Captain Luis Hernandez  
Captain Robert Thornton  
Sergeant Bill Thornock

## State of New Mexico

Department of Finance and Administration, 407 Galisteo Street,  
Santa Fe, NM 87501

790 INACTIVE

Pay Group: POL State Police  
Pay Begin Date: 10/10/2015  
Pay End Date: 10/23/2015Business Unit: 79001  
Check #: 0000419917  
Check Date: 10/30/2015

Karl M. Dham	Employee ID: 331252	TAX DATA: Federal NM State
	Department: 4040400210-Espanola	Marital Status:
	Location: El Rito	Allowances:
	Job Title: Patrolman	Addl. Pct.:
	Pay Rate: \$1,935.58 Biweekly	Addl. Amt.:

HOLIDAY AND EARNINGS						TAXES	
Description	Rate	Current Hours	Current Earnings	YTD Hours	YTD Earnings	Description	Current
Terminal Leave Hours Paid	24.194700	214.13	5,180.81	214.13	5,180.81	Fed Withholding	
Sick Leave Lost	24.194700	219.06	5,300.09	219.06	5,300.09	Fed MED/EE	
Holiday Worked 1.5			0.00	36.00	1,179.15	NM Withholding	
Holiday Worked 1.0			0.00	36.00	786.09		
Comp Time Paid			0.00	9.00	196.53		
State Holiday - Not Worked			0.00	9.00	196.52		
Sick Leave Used			0.00	9.00	196.52		
Annual Leave Used			0.00	112.00	2,709.81		
Personal Leave Day Used			0.00	9.00	217.75		
Clothing Allowance			0.00		599.98		
Compensation Time Used			0.00	23.00	514.01		
Holiday Leave Buyback			0.00	0.89	21.53		
Other			0.00	2,509.00	43,871.26		
Total:		433.19	5,180.81	2,319.70	55,669.96	Total:	
INCOME TAX DEDUCTIONS			OTHER TAX DEDUCTIONS			EMPLOYEE PAID BENEFITS	
Description	Current	YTD	Description	Current	YTD	Description	Current
Medical Pre Tax			St. Police			Medical Pre Tax	
Dental Pre Tax			GSD/RMD Admin Fee			Dental Pre Tax	
Vision Pre Tax			Dependent Term Life			Vision Pre Tax	
PERA Retirement			Supplemental Term Life			GSD/RMD Admin Fee	
			Disability			Basic Life/ADD - Supplemental	
			Retiree Health Care			Basic Life/ADD - Supplemental*	
			Workers Compensation Employee			Dependent Term Life	
						PERA Retirement	
						Retiree Health Care	
						Workers Compensation State Shr	
Total:			Total:			* Taxable	
TOTAL GROSS		TOTAL TAXABLE GROSS		TOTAL TAXES		TOTAL DEDUCTIONS	
Current:	5,180.81						3,994.77
YTD:	55,669.96						42,493.87
BALANCES		BALANCES		NET PAY DISTRIBUTION			
Annual Leave:	0.009	Holiday Comp Time:	0.000	Check #0000419917			3,994.77
Sick Leave:	0.046	Holiday Accrual:	0.000	Total:			3,994.77
Personal Leave Day:	0.000	Adm Comp Time:	0.000				
Overtime at 1.5:	0.000						
Compline Earned:	0.000						

MESSAGE:

COPY

Mailed: 10/28/15  
By: [Signature]

THE BACK OF THIS DOCUMENT CONTAINS AN ARTIFICIAL WATERMARK. HOLD AT ANGLE TO VIEW.

56-382  
412

## State of New Mexico

Santa Fe, New Mexico

Date: 10/30/2015  
Void after one year.

A-19917

The Treasurer of the State of New Mexico will pay through his fiscal agent.

Pay Amount: \$3,994.77 \*\*\*\*\*

Pay: \*\*\*THREE THOUSAND NINE HUNDRED NINETY-FOUR AND 77/100 DOLLARS\*\*\*

To:

KARL M. DHAM

[Signature]  
Secretary of Dept. of Finance and Administration



DEPARTMENT OF PUBLIC SAFETY  
INTRA-DEPARTMENTAL CORRESPONDENCE



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**DATE:** JULY 18, 2014

**FROM:** CHIEF PETE N. KASSETAS *PK*  
Deputy Secretary – Operations

**TO:** OFFICER KARL DIRHAM  
DPS/NEW MEXICO STATE POLICE  
1410 N. PASEO DE ONATE  
ESPANOLA, NM 87532

**SUBJECT:** COMPLIMENTARY CORRESPONDENCE

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I received complimentary correspondence from Mr. Richard Nieto, wherein he expresses his appreciation for your professionalism and assistance in the Diego Fire incident.

I too commend you for your exceptional performance. It is always a pleasure to receive such correspondence relating exemplary performance by our personnel.

A copy of this correspondence will be placed in your personnel file.

PNK: msb

cc: Major Joseph Lovato  
Personnel Management Bureau



DEPARTMENT OF PUBLIC SAFETY  
INTRA-DEPARTMENTAL CORRESPONDENCE



DATE: OCTOBER 1, 2015 *pk*  
FROM: CHIEF PETE N. KASSETAS  
DEPUTY SECRETARY - OPERATIONS  
TO: OFFICER KARL DIRHAM  
DPS/NEW MEXICO STATE POLICE  
P.O. BOX 141 SR 531  
CHAMA, NEW MEXICO 87520

SUBJECT: FLEET ACCIDENT - [REDACTED]

On April 13, 2015, while operating unit 0423-12 you were involved in a fleet crash.

This accident was classified [REDACTED]  
Department of Public Safety Policies and Procedures.

[REDACTED] was defined as:  
[REDACTED]

This correspondence serves as an official notification of reprimand in accordance with Department of Public Safety Policies and Procedures, Policy ADM: 18 (R-8).

[REDACTED] You are reminded to remain alert to your operation of departmental vehicles and be aware of the actions of other motorists in order to reduce the probability of involvement in future accidents.

PNK:dnj

cc: Captain Robert Thornton  
Personnel Management Bureau



DEPARTMENT OF PUBLIC SAFETY  
INTRA-DEPARTMENTAL CORRESPONDENCE



DATE: JANUARY 31, 2013

FROM: CHIEF PETE N. KASSETAS *pk*  
DEPUTY SECRETARY - OPERATIONS

TO: OFFICER KARL DIRHAM  
DPS/NEW MEXICO STATE POLICE  
1410 PASEO DE ONATE  
ESPANOLA, NEW MEXICO 87532

SUBJECT: FLEET ACCIDENTS - [REDACTED]

On January 30, 2013, the Department of Public Safety [REDACTED]

[REDACTED] The results of the review are as follows:

[REDACTED]

[REDACTED] accident was defined as:

[REDACTED]

The above two fleet accidents were within a one year period.

[REDACTED]

[REDACTED]

[REDACTED]

You are reminded to remain alert to your operation of departmental vehicles and be aware of the actions of other motorists in order to reduce the probability of involvement in future accidents.

PNK:klm

cc: Captain Robert Thornton  
Personnel Management Bureau



DEPARTMENT OF PUBLIC SAFETY  
INTRA-DEPARTMENTAL CORRESPONDENCE



DATE: SEPTEMBER 25, 2015

FROM: OFFICER KARL M. DIRHAM KD *KMD*

THRU: DEPUTY CHIEF ADRIAN ARMIJO  
MAJOR DANIEL LOVATO *DL*  
CAPTAIN ROBERT THORNTON *ROT*  
LIEUTENANT TRAVIS SKINNER *TS*  
SERGEANT DANIEL R. CHAVEZ *DRC*

TO: CHIEF PETE N. KASSETAS

SUBJECT: LETTER OF RESIGNATION

This letter serves as my two week notice of my intent to resign my position in the New Mexico State Police effective October 9, 2015.

KD:kd

**Villanueva-Gonzales, Jessica, DPS**

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**From:** Dirham, Karl, DPS  
**Sent:** Tuesday, September 29, 2015 10:41 AM  
**To:** Villanueva-Gonzales, Jessica, DPS  
**Subject:** RE: Annual Leave pay out

Good day, Ms. Villanueva-Gonzales. I am sending this email at your request to have my address changed for my pay stub. Please change the address to just the [REDACTED] address and remove the physical address portion [REDACTED]. If there is anything else you need, please let me know and I will get that to you as soon as possible. Thank you and have a good day.

Ofc. Karl Dirham  
NMSP, D-7  
Española

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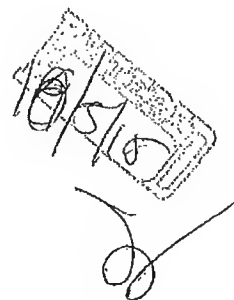
**From:** Villanueva-Gonzales, Jessica, DPS  
**Sent:** Monday, September 28, 2015 2:37 PM  
**To:** Dirham, Karl, DPS  
**Cc:** Chavez, Daniel, DPS  
**Subject:** RE: Annual Leave pay out

Karl,

Your annual leave will be paid out in the PPE 10-23-2015. This payment will be in the form of a manual check mailed to the address listed on your paystub. Please let me know if you have any questions.

Thank you,

Jessica F. Villanueva-Gonzales  
Human Resources Administrator  
Department of Public Safety  
4491 Cerrillos Road  
PO Box 1628  
Santa Fe, NM 87504-1628  
Phone: 505-827-9162  
Fax: 505-827-3397  
E-mail: [jessica.villanueva-gonzales@state.nm.us](mailto:jessica.villanueva-gonzales@state.nm.us)

A handwritten signature, possibly "JF", is written over a rectangular date stamp that reads "10/5/15".

Confidentiality Notice: This e-mail, including all attachments is for the sole use of the intended recipient(s) and may contain confidential and privileged information. Any unauthorized review, use, disclosure, or distribution is prohibited, unless specifically provided under the New Mexico Inspection of Public Records Act. If you are not the intended recipient, please contact the sender and destroy all copies of this message.

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**From:** Dirham, Karl, DPS  
**Sent:** Monday, September 28, 2015 2:14 PM  
**To:** Villanueva-Gonzales, Jessica, DPS  
**Cc:** Chavez, Daniel, DPS  
**Subject:** Annual Leave pay out

Good day, Ms. Villanueva-Gonzales. I am resigning from my position as a State Police officer effective 10/9/2015. I would greatly appreciate having my accrued annual leave paid out this pay period. If there is anything you need from me, please let me know and I will get that to you as soon as possible. Thank you and have a good day.

Ofc. Karl Dirham  
NMSP, D-7  
Española



State of New Mexico – Department of Finance and Administration  
**TERMINAL LEAVE REQUEST FORM**

Rev7.0v: 9.1.15

Today's Date:	Requested By:	Telephone Number:	Pay Group:
10/15/2015	Antoinette Coop	505-827-9571	POL
Current Pay Period Ending:	Employee Name	EMPLID#:	Business Unit:
10/23/2015	Karl Dirham	331252	79000 Dept. of Public Safety
Effective Date of Termination in Job Data:		10/10/2015	Re-submitting <input type="checkbox"/>

Box 1

- ☒ Employee has been terminated or retired in Job Data
- ☒ Workgroup has been updated to "INACTIVE" (with date after last day worked)
- ☒ Terminal Leave Report is attached
- ☐ Deferred Comp approval form (only if needed)
- ☐ Employee is transferring to another state agency (entered only if needed) COMPLETE BOX 2

**TERMINAL LEAVE REQUEST WILL NOT BE PROCESSED IF TERMINAL LEAVE REPORT IS NOT INCLUDED WITH REQUEST**

Earn Type:	Hours:	Rate of Pay or Amount:
TLV: Terminal Leave	214.13	\$24.194700

Box 2

If these payments should charge to a Business Unit or Department other than where the employee currently charges, please provide the following information:

Business Unit: Choose an item.

Dept. ID:	Position#:
Job Code:	Combination Code:

Additional Comments:

HR Manager  
SIGNATURE:

DATE: 10/15/2015

HR Manager  
Printed Name:

Jessica F. Villanueva-Gonzales

Manager Telephone Number: 505-827-9162

This document must be reviewed and signed by the HR Manager OR an HR Supervisor other than the requestor.  
The Terminal Leave Report must be attached in order for this request to be processed.  
TLV Report may not have positive time, pending approvals, comp balances, sick leave balances or exceptions.

Deadline for submission is 12:00PM on Pay Period Ending Date (Friday). Submit to Central Payroll at  
[DFA-CentralPayrollForms@state.nm.us](mailto:DFA-CentralPayrollForms@state.nm.us) or fax to 505-827-1223.

DFA Use Only

PAGE #:

Report ID: NMS465TL  
Employee 331252 / 0 Karl Dirham  
As Of Date 10/10/2015  
Payroll Status 10/10/2015 - Terminated  
Earliest Change Date 10/12/2015  
Workgroup INACTIVE 10/10/2015 Time Reporting Status - Active

PeopleSoft  
TERMINAL LEAVE REPORT

Page No. 1  
Run Date 10/15/2015  
Run Time 13:33:01

No Reported Time Found After As Of Date

No Missing Comp Time Found

No Unresolved Exceptions

Payable Time	Date	TRC	Quantity	Status	Ovrd Rate
10/09/2015	SICKL - Sick Leave Lost	-219.060000	AP		

Leave Plan	TL Balance	BN Balance	Unprocess Adjust	Unprocess Taken	Unprocess Payroll	Available TL Balance	Comp Plan Last Balance	Comp Plan Available
Sick	219.106	219.106	-219.060	0.000	0.000	0.040		
Vacation	214.139	214.139	0.000	0.000	0.000	214.130		
Dntd Sick	0.000	0.000	0.000	0.000	0.000	0.000		
Dntd Leave	0.000	0.000	0.000	0.000	0.000	0.000		
ADMINCOMP	0.000						06/21/2013	10/09/2015
COMPTIME	0.000						04/23/2015	10/09/2015
HOLIDAYACC	0.000						10/09/2015	10/09/2015
HOLIDAYCMP	0.000						05/25/2015	10/09/2015
PERSONAL	0.000						08/18/2015	10/09/2015
PREMBANKOT	0.000						10/09/2015	10/09/2015
STANDBY	0.000						11/23/2012	10/09/2015

End of Report